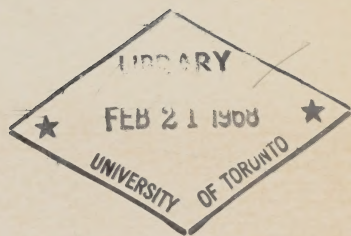



Canada, Forestry & rural development
[G-37] Publications

A FOREST RESEARCH CAREER FOR YOU

1967

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A FOREST RESEARCH CAREER FOR YOU



PREPARED AND DISTRIBUTED BY THE DEPARTMENT OF FORESTRY AND RURAL DEVELOPMENT

OTTAWA-CANADA
1967

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YOUR RESEARCH CAREER

One of the most important considerations in deciding upon your career is the matter of assessing the growth potential of organizations offering employment opportunities. Growth provides for challenge, achievement, security and satisfaction.

The Forestry Branch of the Canada Department of Forestry and Rural Development is a young, growing organization concerned with forest research.

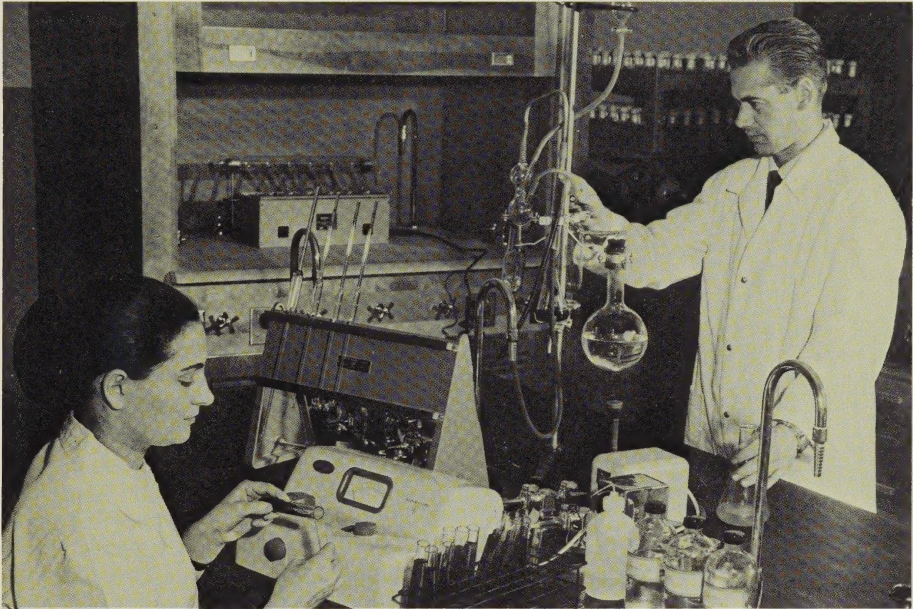
Why is it growing?

Part of the answer lies in the increasing demand for Canadian wood. Indications are that demands will quadruple by the year 2000 A.D. While this is indeed a most attractive prospect it nevertheless poses certain problems. Such an unprecedented expansion would, in fact, exceed the present allowable cut of merchantable timber. To take full advantage of the projected demand and maintain or improve her position in world markets, Canada has a vital need for greater efficiency in wood production, better forest protection, new and improved manufacturing processes, and expanded economic studies.

In addition to wood, however, Canada's forests are increasingly being called upon to help safeguard our water supply, provide outdoor recreation and ensure a habitat for wildlife. These combined needs for wood and multiple forest use present major changes and challenges to forest management. To produce the most effective tools to meet these challenges is the job of research. It is for all these reasons that the Forestry Branch is growing.

How is it growing?

Because the needs are urgent, it is growing quickly. A \$40,000,000 expansion program, approved in 1965, is now being translated into additional modern research laboratories and equipment. The research program has been reviewed to pin-point areas where new or greater effort will be applied. Many scientists



Advanced laboratory techniques are used in analysing host-parasite relationships in studies of Dutch elm disease.

have been hired and many more are needed. It is expected that the present staff of over 500 will be increased at a rate of about 100 per year for the next several years.

The positions available are by no means restricted to graduates in forestry. The Branch's great diversity of research endeavour has attracted scientists with a wide variety of backgrounds including physicists, chemists, ecologists, botanists, pedologists, hydrologists, statisticians, engineers, economists, entomologists, pathologists and mammalogists. These have all found their life's career in forest research with the Forestry Branch.

At every level of university training and post-graduate working experience the Forestry Branch has employment opportunities open for you. If you are an undergraduate there are also many interesting seasonal positions available that will acquaint you with the program and operations of the Branch and assist you in planning your career.

WHAT IS THE FORESTRY BRANCH?

HISTORY

The first work in federal forest research began with experimental tree planting in the Province of Manitoba in 1905. In succeeding years this modest beginning grew to embrace work in forest products research, silviculture, forest entomology and pathology, and other areas. All aspects of the work were not, however, centred in one department. Spiralling forest research requirements in the late 1950's emphasized the need for change in this situation and a unified forest research organization was achieved in 1960 with the formation of the Department of Forestry.

In 1964, the new Department assumed responsibility for the administration of the Agricultural Rehabilitation and Development Act and the following year a major reorganization of the forestry element took place. The country was divided into seven regions, each with its own regional headquarters and forest research laboratory. This allowed local problems to be investigated efficiently at a local level. Elsewhere, the Department set up a number of Research Institutes wherein research of common interest to a number of regions was carried out.

On October 1, 1966, the five year old Department of Forestry officially became the Department of Forestry and Rural Development, consisting of the Forestry Branch and the Rural Development Branch.

BASIC COMPONENTS

The Forestry Branch has three main sections operating under an Assistant Deputy Minister. These sections are the Regions, the Research Institutes and the Coordination Group with its associated services. The Coordination Group, located at the Branch's Ottawa Headquarters, is responsible for the integration of all the research programs.

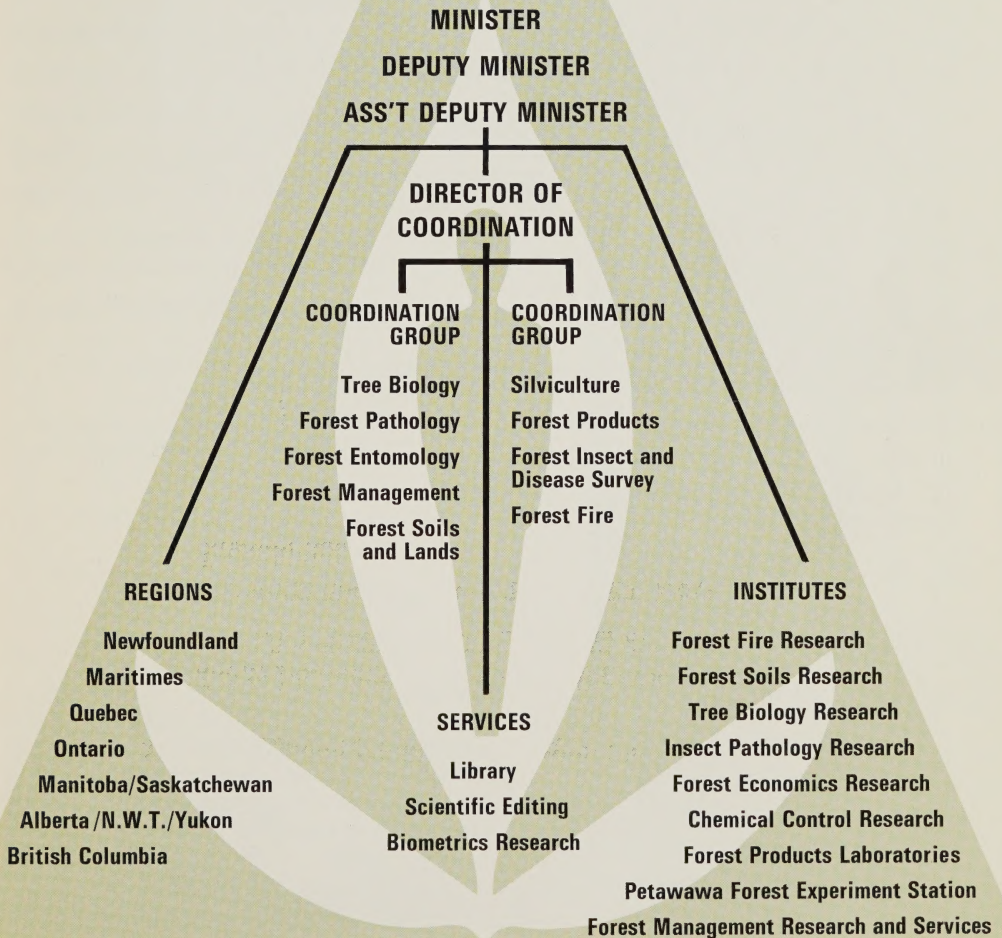
RESEARCH OBJECTIVES

The four broad research objectives of the Forestry Branch are: improved forest protection, the effective utilization of wood, improved forest management and reforestation, and finally, the improved competitive position of Canada's forest industries.

ORGANIZATIONAL CHART

FORESTRY

BRANCH



CAREERS FOR YOU AT REGIONAL LABORATORIES

LOCATION



The Forestry Branch Regional Laboratory,
Ste. Foy, Quebec.

Cabin for married personnel
at Eisenhower Field Station, Alberta.



REGION

HEADQUARTERS

Maritimes	Fredericton, New Brunswick
Newfoundland	St. John's, Newfoundland
Quebec	Ste. Foy, Quebec
Ontario	Sault Ste. Marie, Ontario
Manitoba-Saskatchewan	Winnipeg, Manitoba
Alberta-N.W.T.-Yukon	Calgary, Alberta (In process of relocation to Edmonton, Alberta)
British Columbia	Victoria, British Columbia

OPPORTUNITIES

Positions in almost every field of forest research endeavour are open for you in each Region. During the period 1966 to 1970, we expect that close to 300 positions will be filled at Regional Laboratories alone. This represents an increase in professional staff of some 130 per cent.

JOB OPPORTUNITY CHART REGIONAL LABORATORIES

STAFF 1965/66
ANTICIPATED 1970/71

TREE BIOLOGY

FOREST FIRE

SILVICULTURE

FOREST PATHOLOGY

ECONOMICS

MENSURATION

FOREST ENTOMOLOGY

FOREST MANAGEMENT
AND LIAISON SERVICES

FOREST PRODUCTS

FOREST INSECT AND
DISEASE SURVEY

WATERSHED

FOREST SOILS AND
LANDS

STATISTICS

Regional Headquarters Laboratory, Victoria, British Columbia.

REGIONAL RESEARCH PROGRAMS

To present a comprehensive description of the research programs of the Regional Laboratories is beyond the scope of this brochure. However, a brief resumé of the major programs, by discipline, is presented together with a listing of the various scientists employed within each.

TREE BIOLOGY

Scientists Employed: *Foresters, physiologists, geneticists, ecologists and taxonomists.*

A substantial part of this program is concerned with problems of artificial regeneration of forests. Research is directed towards the physiological basis of seed production and the genetic improvement of seed quality. Ecological conditions favouring germination and survival are also studied as well as different methods of seeding and planting trees. Creating environmental conditions conducive to the rapid growth of seedlings is another area of research.

FOREST FIRE

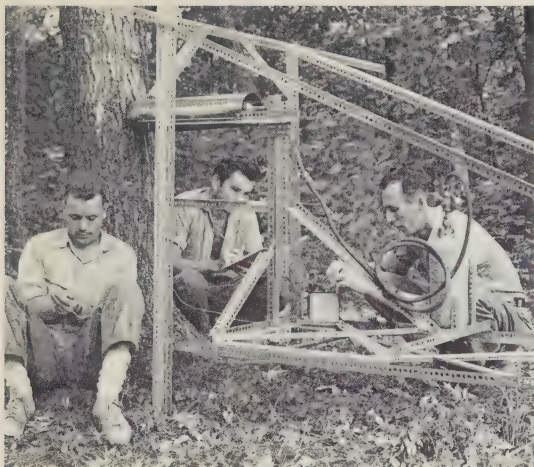
Scientists Employed: *Foresters, physicists, chemists, statisticians, meteorologists, engineers, mathematicians and economists.*

From 1954 to 1963, fire in Canada's forests caused losses of over \$130,000,000. To cope with this serious problem the expanding fire research program deals with such aspects as fire behaviour, fire danger rating, prescribed burning, fire control standards and planning, fire suppression and logistics, and fire damage appraisal.

SILVICULTURE

Scientists Employed: *Foresters, ecologists, pedologists, physiographers and economists.*

Regeneration and yield improvement are the predominant areas of research in silviculture. The effects of different methods of cutting and mechanical seed-bed preparation are studied and considerable work has progressed on container plantings. On cut-over and burned lands work has gone forward on the planting and seeding of conifers. Other projects include the planting of hardwoods and investigations of the silvicultural implications of logging mechanization. Yield improvement has involved work on pruning methods and spacing requirements with increasing attention being focused on the effect of fertilization and drainage.



Reading clockwise:

Measurement of temperatures developed at the cambium from heat applied at the bark surface.

Birch trees after continuous exposure to light for 1½ years. This is part of a study of environmental control on tree growth.

Hydraulic excavation aids the study of Douglas-fir root systems.

Forest fire research is concerned with modern methods of fire suppression.



FOREST PATHOLOGY

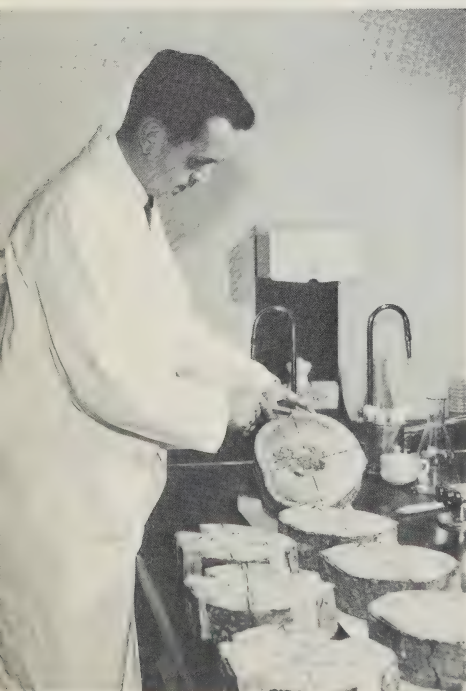
Scientists Employed: *Foresters, mycologists, physiologists, biochemists and pathologists.*

Forest pathology research includes studies of root rots and decays currently credited with causing annual losses to Canada in excess of 800 million cubic feet of timber. Additional work covers damage to trees by air pollution, diseases of nursery and plantation trees, physiological and biochemical studies related to infection and disease resistance, research on mycorrhizae, and stand deterioration following damage by disease, fire, insects and weather.

ECONOMICS

Professionals Employed: *Economists and foresters.*

The forest products industry produces almost one-fourth of the total value of Canada's export trade. It is therefore understandable that considerable emphasis must be placed on the program of economics research. This is concentrated in the areas of supply and demand and production economics together with comprehensive studies of factors affecting each of the important forest industries.



◀ An examination of decay in balsam fir.

By 1975, it has been estimated that Canada will be producing 10.5 million tons of newsprint per annum. Production in 1964 was 7.3 million tons.



MENSURATION

Scientists Employed: *Foresters, photogrammetrists, mathematicians and statisticians.*

Regional research programs include studies of the effects of site, age and growing stock level on the yield of important forest tree species. Studies of factors influencing individual tree growth are being carried out with western white spruce in British Columbia, lodgepole pine in Alberta, trembling aspen in Ontario and balsam fir in Quebec. The effect of stand density on dry matter production of balsam fir is being investigated while prediction equations for the component elements of dry matter, including foliage, bark, twigs, branches and stem are being developed.

FOREST ENTOMOLOGY

Scientists Employed: *Foresters, mammalogists, physiologists, entomologists, taxonomists, statisticians and geneticists.*

This program includes basic biological studies covering such areas as forest insect behaviour, food preferences, seasonal history and damage characteristics. Genetics and physiology are being used to solve taxonomic problems. Basic research on population dynamics has become increasingly active and expansions in the biological control program are also anticipated.

The spruce budworm has been the object of much research and Forestry Branch scientists have made major contributions to control methods.



Mounting a specimen at the British Columbia Regional Laboratory insectory.



FOREST MANAGEMENT AND LIAISON SERVICES

Scientists Employed: *Foresters.*

This service is designed to provide effective, two-way communication between research and management foresters. It involves practical demonstrations drawn from the results of silvicultural research as well as the provision of general advisory services. Management services are also provided for the Forestry Branch Experiment Stations as well as other federally-controlled forests. This work offers a unique opportunity to demonstrate and apply the best professional forestry knowledge that is available.

FOREST PRODUCTS

Scientists Employed: *Foresters.*

The chief aspects of this work in the Forestry Branch Regions are concerned with utilization research involving harvesting, sawmilling and drying. Emphasis is also placed on cooperative research and liaison with local forest industries.

FOREST INSECT AND DISEASE SURVEY

Scientists Employed: *Foresters, forest pathologists and entomologists.*

Employees of the Forestry Branch, together with others from provincial forestry departments and forest industries, cooperate in this national survey which operates in all seven Regions. The primary objective is the surveillance of all forest lands for the estimation of insect and disease hazard, the detection of outbreaks, and the measurement of damage. This work serves as a guide to forest agencies in planning control and salvage operations and provides excellent background for taxonomic, life history, and biological studies by Survey officers.

WATERSHED

Scientists Employed: *Foresters, watershed managers and hydrologists.*

Watershed research is presently confined to Alberta-N.W.T.-Yukon Region. The work consists of the instrumentation and calibration of several experimental watersheds with a view to evaluating the effect of various management practices in relation to water yield, regime and quality. Similar programs are planned for other Regions in the future.



Helicopter lifts Stevenson screens to high-elevation meteorological sites on Marmot Creek Experimental Watershed, Alberta.



The entire aerial components of one 34-year-old red pine cut and ready for laboratory analysis for soil nutrient uptake.

FOREST SOILS AND LANDS

Scientists Employed: *Foresters, soil physicists and chemists, ecologists, geographers, geomorphologists, climatologists, pedologists and soil microbiologists.*

Cooperative investigations of forest land inventory techniques are being undertaken by federal and provincial personnel in all forest regions. As part of the Canada Land Inventory this program is also assisting with a forest capability study of marginal and sub-marginal agricultural land bordering forests. Other research work concerns the fertilization of nurseries, the effects of nitrogen on tree flowering, soil changes due to slash burning, and the uptake of nutrients by forest stands.

STATISTICS

Scientists Employed: *Foresters and statisticians.*

To achieve full value from research it is essential that experiments be well designed and correctly analysed. To this end statisticians are being employed in the Forestry Branch Regions to give specialized professional assistance with problems arising out of the diverse research projects of regional scientists.

FACILITIES IN THE REGIONS

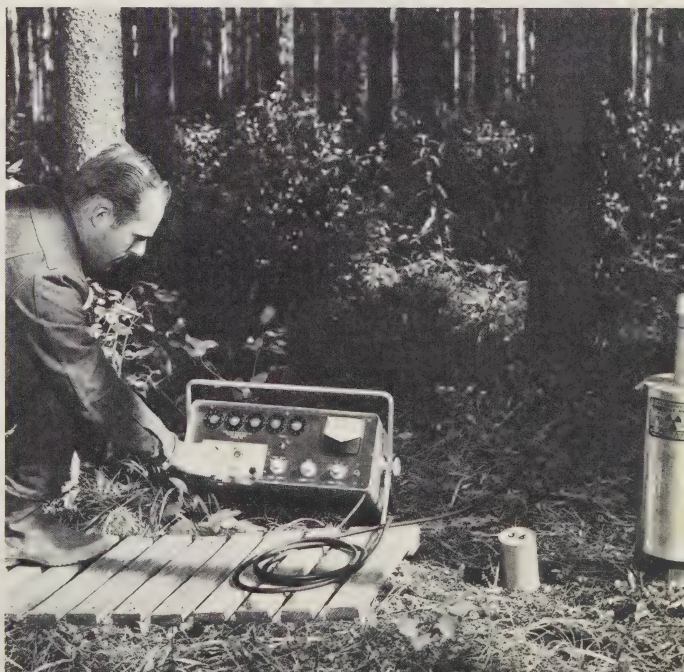
Regional Laboratories have a comprehensive range of modern equipment and facilities for your use. However, the demand for forest research is such that new laboratories are planned for five Regions and extensions of existing accommodation will be provided at the remaining two. This building program, costing more than \$20,000,000, is slated for completion by 1971-72.

A \$5,000,000 laboratory complex planned for the Ontario Regional Headquarters at Sault Ste. Marie, will provide accommodation for 125 scientists and 340 supporting staff. This will rank with the most modern and best-equipped forest research laboratories in the world.

Left: Fungi are grown and stored to aid in disease survey identification and life history studies.

Right: Use of neutron probe equipment for determination of soil moisture in consumptive use studies.

In each Region there are a number of permanent and summer field stations located to provide access to a wide range of forest environments. Modern family living quarters are available at these stations. Research operations beyond the range of the field stations are facilitated by family house trailers and mobile laboratories.





REGIONAL HEADQUARTERS



RESEARCH INSTITUTES



FOREST EXPERIMENT STATIONS



OTTAWA HEADQUARTERS

PINPOINT
YOUR FUTURE
CANADA WIDE

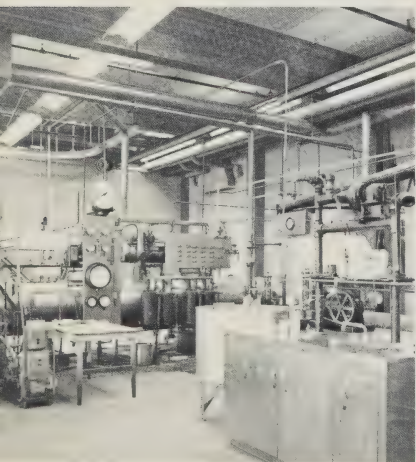


CAREERS FOR YOU IN THE RESEARCH INSTITUTES



Above: One of the Forestry Branch Research Institutes is the Forest Products Laboratory located on the campus of the University of British Columbia.

Below: The wood preservation section.



LOCATION

*Tree Biology Research Institute	Ottawa, Ontario
Forest Products Research Laboratories	Ottawa, Ontario Vancouver, British Columbia
*Forest Soils Research Institute	Ottawa, Ontario
Forest Management Research and Services Institute	Ottawa, Ontario
Forest Fire Research Institute	Ottawa, Ontario
Economics Research Institute	Ottawa, Ontario
Petawawa Forest Experiment Station	Chalk River, Ont.
Insect Pathology Research Institute	Sault Ste. Marie, Ontario
Chemical Control Research Institute	Ottawa, Ontario
*In process of formation	

OPPORTUNITIES

Employment opportunities are open at all the Institutes listed above. Under the present expansion program the professional staff at the Institutes is expected to increase by more than 100 per cent in the five-year period ending in 1970. This means the employment of some 150 additional scientists. Included in these figures are positions in the newly-forming Institutes of Tree Biology and Forest Soils.

JOB OPPORTUNITY CHART RESEARCH INSTITUTES

STAFF 1965/66
ANTICIPATED 1970/71

TREE BIOLOGY
RESEARCH INSTITUTE

FOREST PRODUCTS
LABORATORY (OTTAWA)

FOREST PRODUCTS
LABORATORY
(VANCOUVER)

FOREST SOILS
RESEARCH INSTITUTE

FOREST MANAGEMENT
RESEARCH AND
SERVICES INSTITUTE

FOREST FIRE RESEARCH
INSTITUTE

FOREST ECONOMICS
RESEARCH INSTITUTE

PETAWAWA FOREST
EXPERIMENT STATION

INSECT PATHOLOGY
RESEARCH INSTITUTE

CHEMICAL CONTROL
RESEARCH INSTITUTE

LABORATORY OF INSECT PATHOLOGY

Insect Pathology Research Institute, Sault Ste. Marie, Ontario.

INSTITUTE RESEARCH PROGRAMS

TREE BIOLOGY RESEARCH INSTITUTE

Scientists to be Employed: *Foresters, taxonomists, physiologists, ecologists and geneticists.*

While this Institute is still in the process of formation a research program is already set out and facilities are available for work to proceed. There are four main areas of research to be developed. In taxonomy, special reference will be made to certain complexes among birches, spruces and firs. Physiological work will concentrate on tree flowering and seed production while in ecology the emphasis will be on ecosystem productivity and the influence of light, heat, moisture and nutrition on tree growth. Finally, in genetics, use will be made of cytology and mutagenesis in the selection of useful genetic variations in tree species. The creation of new forms through hybridization and irradiation will also be undertaken.

FOREST PRODUCTS LABORATORIES

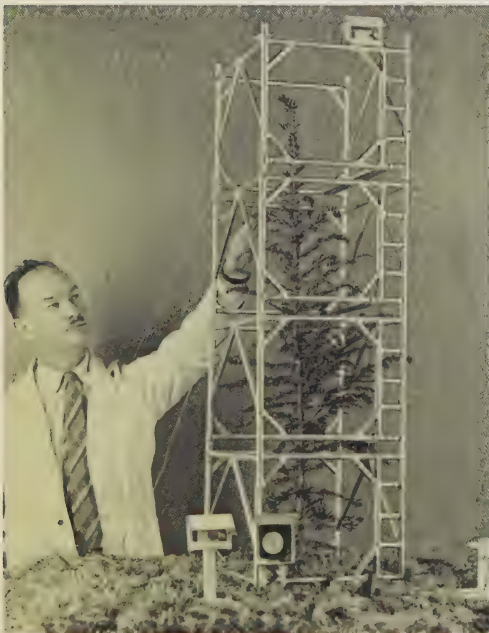
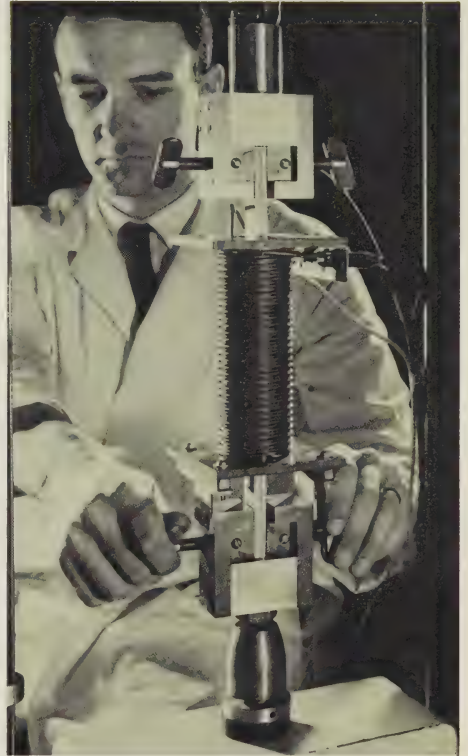
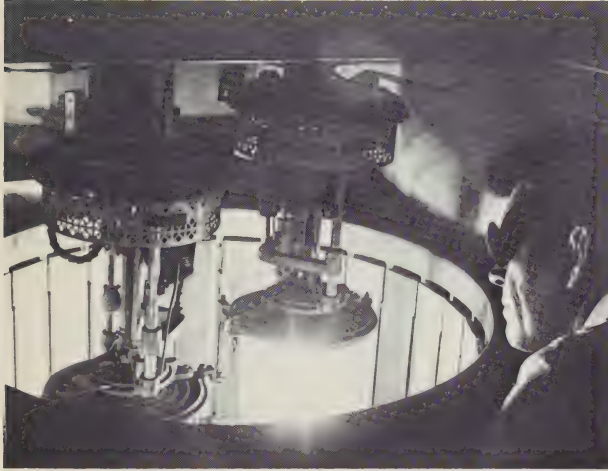
Scientists Employed: *Foresters, chemists, physicists, mathematicians, engineers, wood anatomists, entomologists and pathologists.*

The wide-ranging research in these laboratories covers wood physics, plywood, sawing and machining, harvesting, wood drying, industrial utilization, wood anatomy, paints and coatings, wood chemistry, timber engineering, and many other aspects. Close contact is maintained with forest products industries to ensure research of maximum national benefit.

FOREST SOILS RESEARCH INSTITUTE

Scientists to be Employed: *Foresters, pedologists, geologists, soil chemists and physicists, photogrammetrists and soil microbiologists.*

This Institute is also in the process of formation but offers immediate employment opportunities. The research program will involve studies of soil chemistry, soil fertility and degradation, microbiology, and tree nutrition in relation to land productivity. It will also concentrate on wildland survey methods for land inventory using aerial photographs for the interpretation of surficial geology, soils and vegetation.



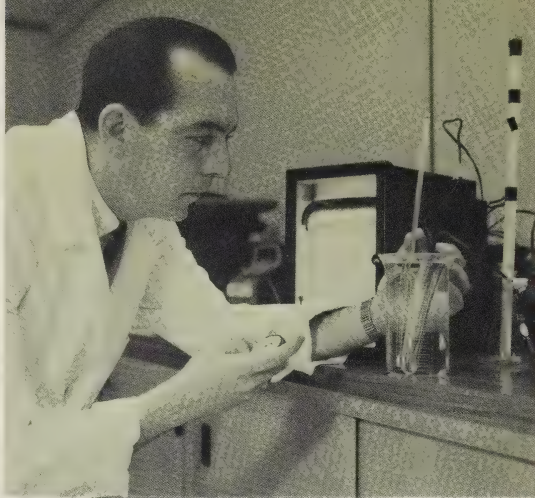
Upper left: Painted panels are tested in weatherometer at the Forest Products Laboratory, Ottawa.

Upper right: Determining the heat resistance of synthetic resin adhesives at the Forest Products Laboratory, Ottawa.

Lower left: Model of tower and instruments used to study terminal growth of spruce.



A cartographic projector is used to transfer details from an aerial photograph in the production of a forest type map at the Forest Management Research and Services Institute.



Thermocouples are checked and calibrated at the Forest Fire Research Institute. These are used in the detection and measurement of temperature changes at the sites of experimental fires.

FOREST MANAGEMENT RESEARCH AND SERVICES INSTITUTE

Scientists Employed: *Foresters, photogrammetrists and mensurationists.*

This stimulating research program covers photogrammetry and air photo interpretation, growth and yield studies, computer simulation of tree and stand growth and many aspects of conventional forest mensuration. The Institute is particularly well-equipped for research utilizing large-scale, 70 mm aerial photography. Inventory, mapping, consultant and management services are also provided for federal forest lands.

FOREST FIRE RESEARCH INSTITUTE

Scientists Employed: *Foresters, meteorologists, physicists, chemists and engineers.*

Fire research scientists are presently concerned with fire control, the chemistry and physics of fire and fire danger rating. New work envisaged includes fire behaviour, fire suppression equipment, forest fuels, and electronic and mechanical aids for fire detection.

FOREST ECONOMICS RESEARCH INSTITUTE

Professionals Employed: *Foresters, economists and statisticians.*

Expanding economic research in this Institute will embrace the collection and analysis of forest resource data for Canada as a whole. Market and demand investigations, production economics studies and research into forest industries as well as other sectors of the forest economy will all be emphasized.



Aerial view of Petawawa Forest Experiment Station, Chalk River, Ontario.

PETAWAWA FOREST EXPERIMENT STATION

Scientists Employed: *Foresters, pedologists, ecologists, physiologists, taxonomists, geneticists, biochemists, physicists and engineers.*

Research into silviculture, forest soils, ecology, physiology, taxonomy, tree breeding, genetics and forest fire is presently conducted here. The Experiment Station is also equipped with a new, research sawmill designed for studies in lumber production engineering.

INSECT PATHOLOGY RESEARCH INSTITUTE

Scientists Employed: *Bacteriologists, mycologists, zoologists, virologists, serologists, biochemists and geneticists.*

This research program examines the life history, reproduction and taxonomy of microorganisms causing disease in insects. The host-parasite relationship is investigated, covering mode of infection, pathogenesis and dosage-mortality studies. Selected pathogens which show promise as biological control agents are also field tested against destructive insects. Future work is expected to include genetic and physiological studies associated with sterilants and attractants.

CHEMICAL CONTROL RESEARCH INSTITUTE

Scientists Employed: *Pesticide chemists, entomologists, toxicologists and physiologists.*

The control of forest insects by chemical means is the prime responsibility of this organization. It also provides advisory services on pest control to Regional Laboratories, to provincial forestry departments, to industry and private forest owners. Research includes studies of dosage-mortality relationships and tests of the biological effectiveness of experimentally-applied sprays. Aerial spray mixes are formulated and assessments are made of spray deposit on trees. Contamination of forest streams by insecticides is investigated. Recent emphasis has been on the reduction of spray hazard to fish and wildlife without impairment of forest pest control.

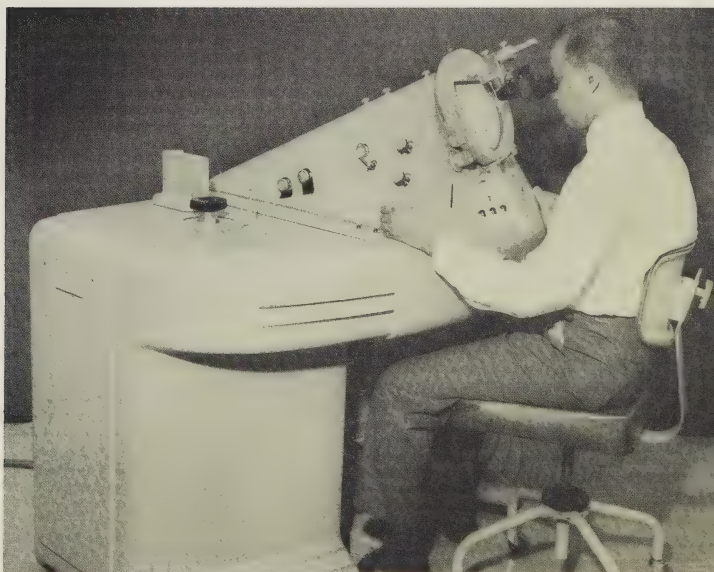
Evaluating insecticide toxicity using a precision spray tower at the Chemical Control Research Institute.



FACILITIES AT THE RESEARCH INSTITUTES

The expanded research program envisaged by the Forestry Branch for its Research Institutes has necessitated the provision of new buildings. Chief among these is the \$5,400,000 Forest Research Centre, scheduled for completion in the Ottawa area in fiscal year 1971-72. This will be a complex of buildings providing specialized features for the Chemical Control Research Institute, the Forest Fire Research Institute, the Forest Management Research and Services Institute, the Forest Soils Research Institute, and the Tree Biology Research Institute. A newly-acquired, 900-acre Central Research Forest in Ottawa will operate in conjunction with the Research Centre.

The electron microscope used here for a study of the ultra structure of wood is part of the modern equipment of the Forest Products Laboratory at Ottawa.



The large computer facilities of the Central Data Processing Services Bureau in Ottawa are available to Forestry Branch scientists through the Biometrics Research Services.



CAREERS FOR YOU IN THE RESEARCH SERVICES

SERVICES AND LOCATION

Biometrics Research Services, Ottawa, Ontario.
Engineering Research Services (Proposed) Ottawa, Ontario.

OPPORTUNITIES

Interesting positions, with excellent career potential, are presently available in the Biometrics Research Services.

BIOMETRICS RESEARCH SERVICES PROGRAM

Scientists Employed: *Foresters, mathematicians, biometricians, statisticians, biologists, scientific computer programmer-analysts and numerical analysts.*

This unit is designed to support the research work of the Forestry Branch with statistical, mathematical and computer consulting service. It also investigates and advises on techniques for semi-automatic and automatic data recording and retrieval. In addition to its service commitments the unit also undertakes research work in its own right in the fields of applied statistical methods and computing techniques. The Biometrics Research Services has access to excellent large computer facilities.

ENGINEERING RESEARCH SERVICES PROGRAM (Proposed)

The Forestry Branch Research Program has a constant need for specialized items of equipment to conduct its experiments. These items are seldom available through commercial channels and it is intended that a service be set up which will be responsible for the design, construction and testing of models of equipment or, in some cases, the modification of existing instruments. People with technological training in engineering, physics, mechanics and electronics will eventually be employed in this service.

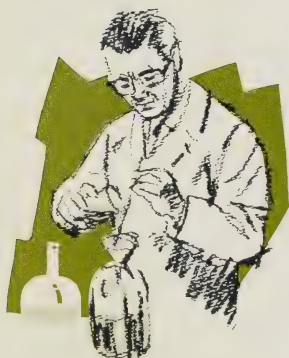
NOW, ABOUT YOUR QUESTION



Obviously it is impossible to anticipate all the points you would like to be discussed. However, pending an opportunity for direct contact with Forestry Branch representatives, it is hoped that your more immediate questions will be answered in this section.

CAREER PROSPECTS

The salary you receive as an employee of the Forestry Branch is frequently reviewed to ensure that it remains comparable with those of scientists working at similar levels outside of the government service.



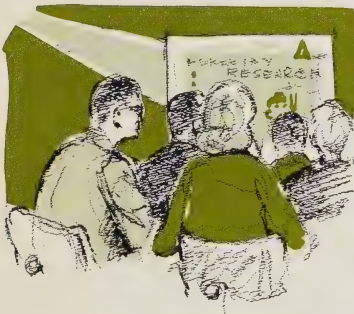
Advancement is based on merit. Your work is assessed by a board of scientists and promotions are made on the basis of the quantity and quality of your published papers, your leadership ability and your overall contribution to the effectiveness of the Branch. With increasing experience you will normally be assigned to more complex projects and you may also be placed in charge of increasing numbers of staff. However, administrative responsibility is not a prerequisite to advancement. Salary structure is such that you may achieve high levels of remuneration without assuming administrative duties. Within the Forestry Branch you will find a marked degree of professional freedom in the planning and development of your own research projects.



• • • • •

CONTINUING EDUCATION

The Forestry Branch encourages you to improve your education. Worthy employees may be granted leave with half pay, plus tuition and transportation costs, for attendance at a university which has been mutually agreed upon.



Your attendance at professional meetings is regarded as an essential part of your continuing education. There are many opportunities also for you to take part in seminars and refresher courses and to visit other research laboratories and industrial operations.

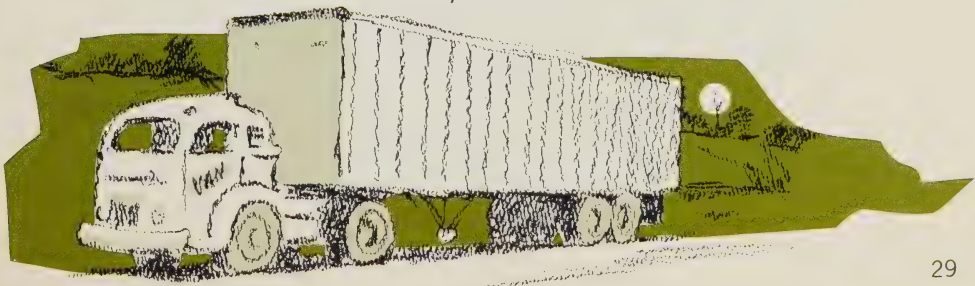
For outstanding scientists holding doctorate degrees there are opportunities for Postdoctorate Transfers of Work. This allows travel to any part of the world where, for one or two years, it is possible to work under internationally-prominent scientists. Short-term Transfers of Work are also possible.

APPOINTMENT OF NON-CANADIANS

It is not a requirement that you become a Canadian citizen to hold a position with the Forestry Branch. However, it is necessary for you to acquire landed immigrant status. Should you wish to become a citizen of Canada, application may be made following five years of residence.

TRAVEL AND REMOVAL EXPENSES

If you are single the Forestry Branch will pay your travelling expenses from your university to the place of your employment. For the married man assistance may be provided for the transfer of his family and effects.



SCIENTIFIC CONTACTS

Many of the Regional Headquarters are located on university campuses. This provides for excellent scientific contacts and as a researcher there are frequently opportunities for you to lecture at these universities. Other contacts in the Regions are with scientists attached to Canada Department of Agriculture Research Stations, Provincial Research Councils and forest industries.

In the Ottawa area you are located in a scientific community which includes a large number of researchers from the Canadian National Research Council, the Defence Research Board and the Central Agricultural Experimental Station. In addition, of course, there are your colleagues in the other Forestry Branch Research Institutes.

SUPPORT STAFF

The policy of the Forestry Branch is to promote the full use of professional time in a professional capacity. To this end support staff is presently being increased to allow two man-years of assistance annually for each scientist. According to the requirements of the researcher this may consist of technician help or a combination of technician and student assistance.

LIBRARY SERVICES

At all Regional Headquarters you have access to library facilities and in addition it is possible to borrow from the Branch Headquarters' library in Ottawa. The latter contains some 90,000 volumes and subscribes to 840 periodicals. Research Institutes either have their own libraries or easy access to those of Regional or Ottawa Headquarters. Universities have also granted library privileges to campus-based Forestry Branch Laboratories.

PUBLICATION

Since your work in the Forestry Branch is evaluated in large measure by your published output, it follows that the Branch actively supports publication of your research findings. This may take the form of Forestry Branch publications or contributions to scientific journals in Canada and abroad.

VACATIONS

From the commencement of your employment with the Forestry Branch you accumulate annual leave at the rate of one and a quarter days per month. Vacations may be taken once you have worked six months for the Branch. Vacation time is increased from 15 to 20 days per annum when you have completed 20 years' service. In addition to annual vacation there are 10 paid holidays each year.

INSURANCE AND RETIREMENT

Through the Public Service Superannuation Act a comprehensive, compulsory pension plan is provided. Also under this same Act there is a Supplementary Death Benefit Plan. All employees contribute to this scheme which will pay an amount equivalent to one year's salary in the event of death. As a government employee you are eligible for comprehensive group surgical-medical insurance coverage at modest rates.



Your vacation land is Canada-wide.

PLAN YOUR FUTURE...



If you are interested in a professional career with the Department of Forestry and Rural Development write to:

**The Co-ordinator of Professional Recruiting
Personnel Administration Division
Department of Forestry and Rural Development
Sir Guy Carleton Building
161 Laurier Avenue, West
Ottawa 4, Ontario
Canada**

and provide details regarding your education, experience and work preference.

Our representatives will be pleased to discuss the possibility of a career with you when they visit your campus. Arrangements for such an interview should be made through your University Placement Office.



